

## SUBMISSION FROM WEST LOTHIAN COUNCIL

### **Details of any specific education initiatives aimed at addressing gender segregation in the labour market – for instance, encouraging schoolgirls towards typically male-dominated sectors like science, engineering, technology and mathematics**

In collaboration with the organisation Close the Gap, West Lothian Council have been working on a project to attempt to deal with occupational segregation. One of the key initiatives to come out of this work recently, following a review of evidence, has been a proposal to map the key points during primary and secondary education where opportunities exist to develop positive messages related to gender equality and the labour market. It should be noted that this work is in early development and will be taken further as part of the council's commitments to working towards our corporate equality outcomes as part of the Public Sector Equality Duty.

### **Information on how your authority promotes equal pay and how your authority's pay, broken down by gender, reflects that**

Following the implementation of Single Status across the Authority in 2007, the council has operated a strategic review group for Equal Pay. Meeting on a fortnightly basis, the group includes specialists and senior staff. The purpose of the group is to monitor a wide range of issues related to equal pay and to take account of changes in pay resulting from workforce management implementation across and within council service areas. In addition, as noted above the council have been working in collaboration with Close the Gap to identify service areas or teams with high levels of occupational segregation within the organisation. This work has led to efforts to identify methods of positive action for relevant functions within the council. It should be noted that this work is in early development and will be taken further as part of the council's commitments to working towards our corporate equality outcomes as part of the Public Sector Equality Duty.

As part of the 2013/14 budget the council have taken the decision to implement the Living Wage. This is likely to impact positively on increasing pay within the two lowest salary ranges of the council. Given the high number of women working within these two grades, it is anticipated that this measure will assist to tackle issues of equal pay.

The table below provides a breakdown of the council's workforce by gender and salary range as at April 2012. As required by the Public Sector Equality Duty, full data on occupational segregation within the Authority will be published by 30 April 2013.

Salary Range	Female	Male	Total	Female %	Male %	Total %
<£10,000	1,988	380	2,368	32.63%	14.58%	27.22%
£10,000 - £19,999	1,599	698	2,297	26.25%	26.77%	26.41%
£20,000 - £29,999	945	846	1,791	15.51%	32.45%	20.59%
£30,000 - £39,999	1,231	468	1,699	20.21%	17.95%	19.53%
£40,000 - £49,999	243	152	395	3.99%	5.83%	4.54%
£50,000 - £59,999	72	38	110	1.18%	1.46%	1.26%
£60,000 - £69,999	7	13	20	0.11%	0.50%	0.23%
£70,000 - £79,999	1	6	7	0.02%	0.23%	0.08%
£80,000 - £89,999	3	5	8	0.05%	0.19%	0.09%
£90,000 - £99,999	1	0	1	0.02%	0.00%	0.01%
£100,000 - £109,999	1	1	2	0.02%	0.04%	0.02%
£110,000 - £119,999	0	0	0	0.00%	0.00%	0.00%
£120,000 - £129,999	0	1	1	0	0.02%	0.01%
Total	6,091	2,608	8,699	100.00%	100.00%	100.00%

**Any good-practice examples from within your organisation relating to gender equalities.**

Below provides a summary of activities taken forward to promote gender equality in West Lothian:

- European Charter for Equality of Women and Men in Local Life** – In 2010 West Lothian Council became the first local authority in Scotland to sign the Council for European Municipalities and Regions Charter for Equality for Women and Men in Local Life, and only the fourth authority in the UK. This commitment highlights the council's pro-active commitment to gender equality. A gap analysis was developed in order to ensure that the commitments within the Charter are incorporated within our wider actions to mainstream equality within the organisation.
- International Women's Day and 16 Days** – Since 2008 the council have recognised International Women's Day by hosting high profile awareness raising events, aimed at a wide range of audiences. Since 2009 a series of events have

been hosted by the council to mark the 16 Days of Action Against Gender Violence. This has included sessions on gender budgeting and a seminar hosted by the former Lord Advocate. The sixteen days programmes are designed to consider cross-cutting equality issues, reflecting the varying needs of women in relation to sexual orientation, gender identity and women from black and minority ethnic backgrounds. The profile of the International Women's Day events and 16 Days Programme within the Authority are utilised to launch innovative initiatives such as the LISA Project (outlined below) in order to provide support to awareness raising of services.

- **Living In Safe Accommodation (LISA) Project** – West Lothian Council recently launched LISA (Living in Safe Accommodation) a new support service for adults and children experiencing domestic abuse. LISA shifts from a model focussed on crisis intervention, emergency accommodation and the displacement of women and children, to a model prioritising early intervention, reducing trauma, preventing homelessness, and enabling economic independence. Evidence is clear that economic independence for survivors is critical to maintaining safety and achieving positive outcomes for families. The new service is bringing together the various employability resources in West Lothian to support financial resilience in families fleeing domestic abuse.
- **Housing and Employability Worker** – This new post supports survivors of domestic abuse in their pursuit of education and training. The new service provides multiple housing supports and offers employability work to support women beyond just making them safe. It offers a more sustainable, holistic approach that fosters early intervention and early identification of survivors' wider and long-term needs. The project's overarching outcomes are to reduce re-victimisation, re-offending, and trauma and to improve long-term safety and well-being of families.
- **Occupational Segregation Project** – The council has committed to implementation of a project, in collaboration with Close the Gap, to develop an evidence based action plan to address the occurrence of horizontal and vertical occupational segregation and the impact of unequal distribution of caring responsibility on women's employment opportunities (flexible working etc) within West Lothian Council workforce. This will improve and promote equality while supporting the modernisation agenda; particularly in relation to flexible and alternative working arrangements. This work will be incorporated into our actions related to working towards our corporate equality outcomes around the themes of employability and equal pay.
- **Almond Project** – West Lothian is currently developing a holistic framework of integrated services with the aim of preventing women from coming into the Criminal Justice System, diverting those at risk and providing appropriate support for those in the system to reduce re-offending. The framework will offer a local programme of care, support, and skills development designed to stop women's offending by tackling the substance misuse issues and the underlying abuse, trauma and poverty that drive offending. This framework aims to address women's offending and related needs in order to improve women's health,

wellbeing and safety and thus reduce the offending behaviour in the long-term. The project will operate an assertive outreach service based on a key worker/mentoring model, which will maximise women's access to services and address the barriers and stigmatisation that women offenders face in the community. Based in the Domestic and Sexual Assault Team (DASAT), the key worker will plan, monitor and coordinate services for women and children who are involved in the Criminal Justice System.

- **Young Mothers Key Worker Project** – A highly vulnerable population in West Lothian are very young mothers, a number of whom will be parenting while still children themselves. Evidence shows that second births to these families make positive outcomes for both mothers and children very difficult and expensive to deliver. The council is developing a systematic approach to identifying and supporting this target population. Evidence highlights that appropriate services can prevent second births and improve outcomes and, even more important, long-term prospects for young women and their children. The service will provide a consistent approach to identifying and appropriately responding to all young mothers under 19 and to vulnerable mothers up to age 25. Women will be offered a key worker who will facilitate ongoing engagement with support services, in particular education and training support.
- **Gender Equality Forum** – The council supports a forum for involving employees and members of the public in decisions of the council and our partners as they affect gender equality. Significant training and support has been offered to enable the membership to critically review the policy and practice of the organisation from a gendered perspective. The full process is under review following the appointment of a worker by the council to support the Forum and provide consistent support. The council also support's the MILAN Women's Group, to enable women from minority ethnic backgrounds to come together in an informal and inclusive setting with the aim of promoting women's health and wellbeing.
- **FGM Protocol and Human Trafficking Protocols** – The council has developed protocols on human trafficking and Female Genital Mutilation in collaboration with local partners. These protocols ensure a consistent and informed approach to dealing with both issues on a local basis. The Human Trafficking Protocol has now been extended Lothian wide.
- **Forced Marriage Policy** – Subject to Committee approval, the council will soon launch a new policy on forced marriage in West Lothian. The policy will assist to dispel myths and ensure clarity for council employees that may engage with these issues during their practice.

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